### NAVAJO COUNTY LEADERSHIP ACADEMY

INNOVATION AT WORK

we are Navajo County - MASTERS IN ADMINISTRATION

OCTOBER 30, 2013

### THE CHALLENGE

- Navajo County, a training ground
- Struggle to retain skilled and talented employees
- Limited training funds

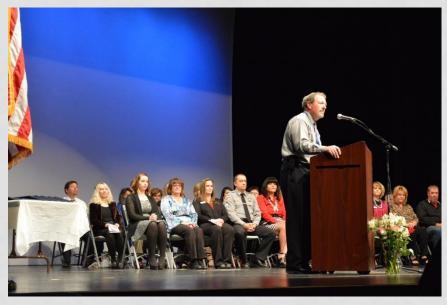
#### THE SOLUTION

- Offer competitive employee development
- Create training program/curriculum that is Navajo County-centric
- Accreditation with state agencies
- Utilized internal talent as instructors

# LEADERSHIP ACADEMY -A LEARNING PARTNERSHIP

- Navajo County provides informative sessions that promote learning and skill-building
- Participant's manager provides coaching and support to capitalize learning opportunity
- Participant manages time and work duties while demonstrating new knowledge and skills on the job

### LEADERSHIP SUPPORT





# ACADEMY PROGRAM

- 10 required courses
- Central and South class locations
- Typical course duration 3-4 hours
- Instructors consisted of elected officials, department directors and subject matter experts
- Group lectures and activity-based learning

#### SURPRISE BENEFIT

- Class relationships
  - Professional networks increased
  - Partnerships in learning
- Learning from one another
  - Sharing of knowledge and experiences
  - Instructors in facilitator role

### GRADUATIONS

- Two graduating classes
  - 2013 40
  - -2014 38
  - 2015 Another 40 to begin in January
- Graduates
  - Some became 2014 instructors
  - Some to team/teach in 2015

### WHAT'S NEXT?

- Leadership Academy Evolving
  - Improve from previous year
- Continued Learning
  - Exploring continued learning for Academy graduates
- Northland Pioneer College
  - First Leadership Academy fall 2014

#### MEET THE 2014 GRADUATES!



## IN CLOSING . . .

- Thank You
  - Strategic Planning Team
  - Board of Supervisors
  - Elected Officials & Department Directors
  - Instructors
- Meet the Graduates
  - Cecilia Larson